

IN THE MATTER OF THE HUMAN
RIGHTS CODE, 1981, S.O. 1981,
c. 53

AND IN THE MATTER OF the Complaints
made by Ms. Laurel Fischer, made by
Ms. Lynda Joseph, made by Mr. Mike
Skinner, on behalf of Ms. Lynda Joseph,
and made by Mr. Mike Skinner on behalf
of Ms. Laurel Fischer alleging dis-
crimination in employment by the
Nation Steel Car Limited (hereinafter
referred to as the "Company") and
Mr. R. Reid.

AGREEMENT

The parties hereto agree to settle the matters and the matters are settled as
follows:

1. The company agrees to pay Laurel Fischer the sum of \$4,000.00.
2. The company agrees to pay Lynda Bruce (Joseph) the sum of \$4,000.00
3. The company agrees to enter into a special program to recruit women for production-
type employment as outlined in Appendix A to this agreement.
4. The company agrees to issue the press release, attached hereto as Appendix B
and that no further comment to the press shall be forthcoming ^{from the parties} other than by
the Ontario Human Rights Commission.
5. The company, by entering into this agreement, does not admit any liability.

DATED at Hamilton, Ontario this 2nd day of February, 1984.

National Steel Car Limited

per

R. H. Reid

Ontario Human Rights Commission

per

Michael Skinner

Laurel Fischer
Laurel Fischer

Lynda Joseph
Lynda Joseph

Michael Skinner
Michael Skinner

R. H. Reid
Robert Reid

APPENDIX A

SPECIAL PROGRAM

1. The company will hold seminars for all supervisory personnel within six months of the date of this agreement in order to:
 - a. acquaint them with the policy of the company of encouraging the employment of women in production-type jobs.
 - b. build awareness of women's participation in the labour force.
 - c. build awareness of the Human Rights Code

The resources of the Human Rights Commission and the Ontario Women's Directorate shall be used in the design and delivery of these seminars.

2. The company agrees to encourage women to make application for employment in production-type jobs by the following means:
 - a. indicating in its advertising of available positions that applications from women are welcome, with copy to Ontario Human Rights Commission.
 - b. advising Canada Manpower recruiters of the policy expressed in paragraph (a) above, with copy to Ontario Human Rights Commission.
 - c. sending a letter to the Affirmative Action Co-ordinator at Mohawk College advising of the policy expressed in paragraph (a) above, with copy to Ontario Human Rights Commission.
 - d. issuing an internal policy statement to all supervisory personnel and plant employees advising them of the policy expressed in paragraph (a) above, with copy to Ontario Human Rights Commission.
 - e. sending a letter to the Women's International Trades Association of Hamilton (if such organization is still in existence) advising of the policy expressed in paragraph (a) above, with copy to Ontario Human Rights Commission.

3. The company shall post the Commission's Declaration of Management Policy cards in strategic locations throughout the plant.

4. The company agrees to develop a pool of women applicants for production-type jobs, making use of the mechanisms outlined in the foregoing to insure applications for these types of jobs are forthcoming from women.

The company agrees to keep on file for a period of six months, applications received from women applicants for production-type jobs.

The company agrees that when positions become available, the company will make reasonable efforts to contact the women applicants for the purpose of interviews and consideration for employment in these positions.

This will be done prior to utilizing other recruitment procedures.

5. The company and the Ontario Human Rights Commission agree to review the Special Program and the results arising therefrom every six months from the date of signing of this agreement.

6. The Special Recruitment Procedures will remain in effect for a period of

four years from the date of signing of this agreement. AB SJ MR RHA

APPENDIX B

PRESS RELEASE

HAMILTON - R.W. Cook, President and Chief Executive Officer of National Steel Car Limited, Hamilton, Ontario, announced today that his company is undertaking a special program of initiatives aimed at increasing the number of women in the Company's work force.

These will include a new equal opportunity advertising and recruiting policy and a special liaison with Mohawk College.

Additionally, the Company, in conjunction with the Ontario Human Rights Commission, will institute an awareness program for supervisory personnel this year.

Mr. Cook stated that he hopes that women in the community will now feel welcome to apply to National Steel Car, so that a pool of female applicants can be developed.

The President also noted that two complaints of sex discrimination filed through the Ontario Human Rights Commission against the Company, have recently been settled to the satisfaction of all the parties involved. Because of the strong publicity that had been generated locally as a result of the complaints in the summer of 1980, the Company felt a public statement was in order to correct any negative impressions the case may have created, Mr. Cook said.

